



AUG
12

IDEAS for Gender Equality Community Building Hybrid Event

by #IDEAS4GenderEquality Project

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#IDEAS4GenderEquality

Inclusion, Diversity, Equity & Access Solutions (IDEAS)



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada



Free



Register

IDEAS for Gender Equality Community Building Hybrid Event -
August 12, 2022 (in-person/or virtual)

Date and time

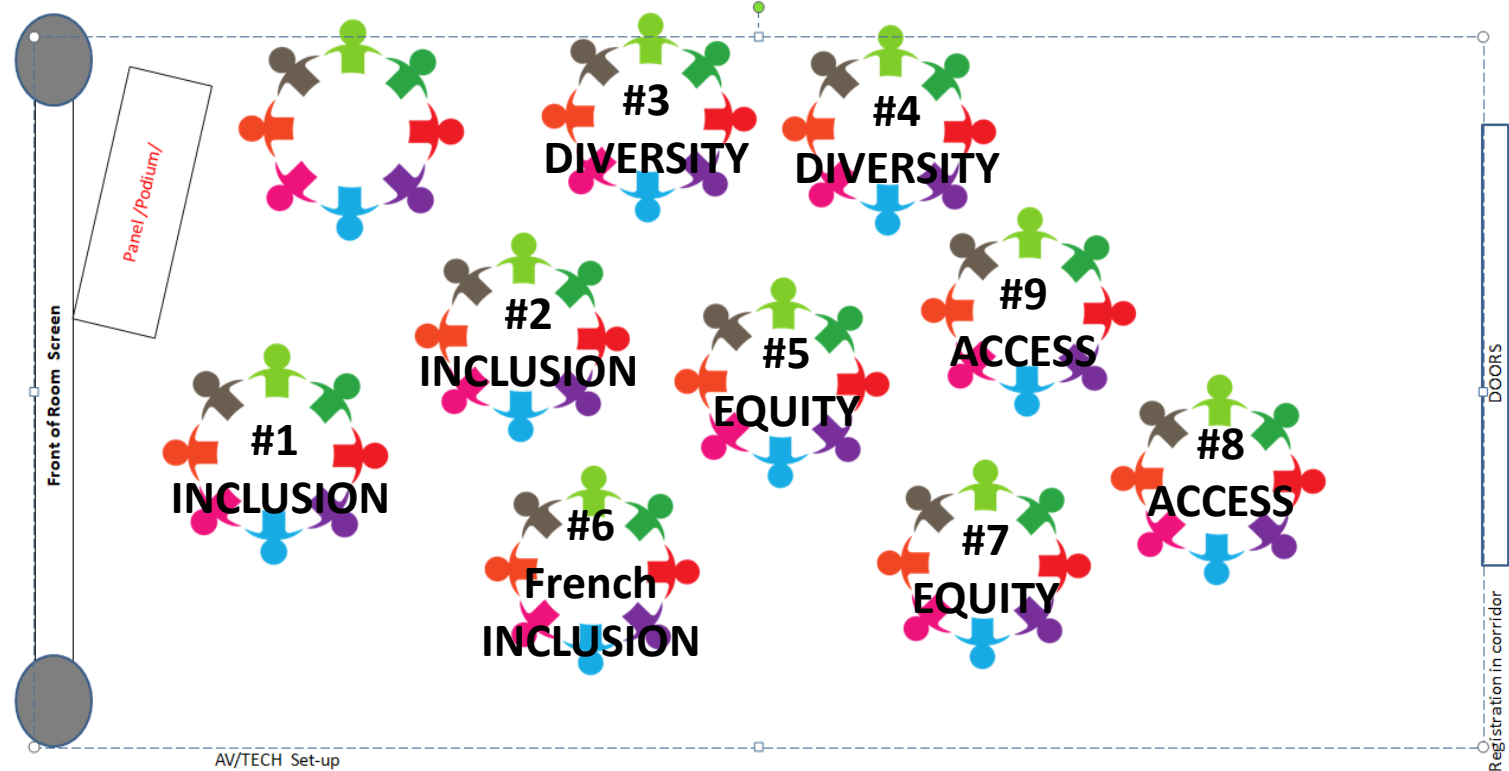
Fri, 12 August 2022
1:00 PM – 4:30 PM EDT

IDEAS4GE Innovation Challenge: Putting IDEAS into ACTION

“Topic Areas and Summary Notes”

IDEAS4GE Solution-Building Discussion...

Table #'s & Topic Assignment



Discussion Facilitators - Topics to be selected by Group

- INCLUSION - (Table 1 & 2 Facilitators: Norma Yau/Shahina Suleman)
- DIVERSITY - (Tables 3 & 4 Facilitators: Marlene McKinnon/Karin Gorgerat)
- EQUITY - (Tables 5 & 7 Facilitators: Angie Godin/Kathy Strobl)
- ACCESS - (Tables 8 & 9 Facilitators: Chantal Fraser/Toby Toth-Linda Davis)
- INCLUSION - (French Table #6 Facilitator: Marie-Chantal Hamel)

VIRTUAL-ZOOM
Break-out Room Facilitators:
#1-Erin Jex, #2-Nancy Wilson,
#3-PK Mutch, #4-Navya Baradi

First-Things-First

Note: important steps or factors that can promote an intersectional approach & successful implementation



What Sub-Topic are we Exploring?

3+ ?'S

Shared Understanding

Your Innovative Structural or Systemic Ideas!

Pre-conscious Biases/Myths?

Check the Myths/Biases impacting your topic...

- Gender career gaps are the product of choice
- Controlling bias is all about changing individuals
- Focusing on large corporations will change the game
- Just need to "fix/change women"
- Equality is achieved when you treat everyone the same
- Diversity Contravenes Meritocracy
- Other



IDEAS4GenderEquality
Online Collaborative Solution-building



GROUP TOPIC DISCUSSION - IN PERSON

OPPORTUNITIIES

Group Notes

Preconscious Myths & Biases

INCLUSION

Grp#1
Leadership
Behaviour

- Language of leadership is important – Promotional Hiring Tool
- Perspective & awareness: Unconscious Bias Audit /Test
- IDEAS Wk shop to understand-acknowledge, where we stand and promote ownership - push ourselves!
- Opportunity to teach when questions are asked
- Trust is not easily achieved but must be intentional
- Leadership is about ensuring that everyone meets their potential and creating an environment of belonging for all

- Gender Career gaps are the product of choice
- ***Lack of commitment**

DIVERSITY

Grp#4 Team
Support
Respect &
Celebrate

- Day to day granular action i.e. A safe space to learn - Psych safety
- Statistical & anecdotal data - all sectors to create opportunities for educational development -Canadians/newcomers/temp/migrant
- Support & create safe spaces using a multi-level cultural approach
- Make space to turn mistakes into respect

- Gender Career gaps are the product of choice
- Controlling bias is all about changing individuals
- Focusing on large corporations will change the game
- Just need to fix/change women
- Equality is achieved when you treat everyone the same
- Diversity contravenes meritocracy
- *** Wage gap doesn't exist**

EQUITY

Grp#5
Policies &
Processes

- Assumption women have dependants and are less dependable
- Flexibility policies often created by men don't accommodate women experiences, or social gender norms
- Corporations have resources to create policies that can target and better serve younger/diverse persons
- Mentorship is often focused on fixing women instead of fixing workplaces.
- Policies & processes are in need of actions - not just words
- Accountable equity-based data collection to support decision making

- Gender Career gaps are the product of choice
- Focusing on large corporations will change the game
- Just need to fix/change women

ACCCESS

Grp#8
Training &
Upskilling

- Cross industry learning ([Algorithmic Justice League policy ex...](#))
- More effective sustainable training and solutions rather than picking less effective low hanging fruit - Plant bio-diverse sustainable orchards using seed money from government at all levels
- Lived experiences shape learning - target audience needed to develop training and upskilling programs "Nothing about us - Without us"
- People-centric solutions - People make or break solutions
- SME's are key and need resources/grants to drive change
- Flexible/adaptable skills are good for the organization and people

- Gender Career gaps are the product of choice
- Controlling bias is all about changing individuals
- Just need to fix/change women
- Equality is achieved when you treat everyone the same
- Diversity contravenes meritocracy
- *** Everyone learns the same way**
- ***Other Myths/Biases added by groups**



GROUP TOPIC DISCUSSION - IN PERSON

OPPORTUNITIIES

Group Notes

Preconscious Myths & Biases

INCLUSION

Grp#2 & # 6 (fr)
Individual
Empowerment
Practices

- Importance of role models and representation across all sectors
- Measures or policies to find minorities/ underrepresented groups e.g. hiring surveys
- Education gap in the workplace
- Companies need to talk about why we need diversity information, to include men and encourage sharing

- Gender Career gaps are the product of choice
- Controlling bias is all about changing individuals
- Just need to fix/change women
- Equality is achieved when you treat everyone the same
- Focusing on large corporations will change the game
- Diversity contravenes meritocracy
- * **Work life balance (Pregnancy)**

DIVERSITY

Grp#3
Motivation &
Impact

- Culture change
- Girls seeing girls in non traditional/under-represented roles

- Controlling bias is all about changing individuals
- Focusing on large corporations will change the game
- Equality is achieved when you treat everyone the same (verify in this groups discussion)

EQUITY

Grp#7 Bias &
Barrier Reducing
System &
Structures

- Fear of speaking out due to retaliation
- Accountable-equity based collection and report of data
- Societal cultural norms should be changed
- Corporations have resources to put together policies and procedures to target underrepresented people

- Gender Career gaps are the product of choice
- Focusing on large corporations will change the game
- Just need to fix/change women

ACCESS

Gp#9 Job or
Workspace
Design

- Transparency and accountability
- Education starting in elementary level
- Anonymous polling of ideas
- Reverse mentoring
- Representation in imagery (I need to see myself)
- Commitment to implementation
- Asking the right questions/Internal audit -100% participation
- Anonymous response without reprisals

- Gender Career gaps are the product of choice
- Controlling bias is all about changing individuals
- Just need to fix/change women
- Equality is achieved when you treat everyone the same
- Diversity contravenes meritocracy
- ***Other Myths/Biases added by groups**



GROUP TOPIC DISCUSSION - VIRTUAL

OPPORTUNITIES

Group Notes

Preconscious Myths & Biases

INCLUSION

Virtual Grp#1
Safe Community & Culture of Trust

- In order to build safe communities / must build trust
- That everyone must not be treated the same
- For Indigenous communities, taking guidance from them and their needs and give options is key
- For disabled communities, persons of colour & 2SLGBTQ+ communities understanding the beauty in differences and how they all contribute to making the world a better place

- Gender Career gaps are the product of choice
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DIVERSITY

Virtual Grp#2
Intentional Intersectional Recruitment

- Cultivating an inclusive space for all newcomers/ migrants
- Integrating newcomer policies to be more inclusive
- Seeing more diversity everywhere
- Slam-the door on face – change policies that create barriers for diverse groups
- More support and intentional diverse hiring
- How does government identify or highlight newcomer skills to ensure they can be fully leveraged

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EQUITY

Virtual Grp#3
Flexible Working Arrangements & Opportunities

- Flexible/hybrid work arrangements bring the new challenge of lack of equality between those working in-person versus working virtually
- The structure, policies or practices are at the root of everything and if we don't change that, nothing will change - solutions need to be systemic/structural

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ACCESS

Virtual Grp#4
Accessible Knowledge-Sharing

- Subtle ways to make information sharing accessible
- Gate-keeping and controlling information in the organization needs to be challenged and make information and opportunities accessible to all

- Gender Career gaps are the product of choice
- Controlling bias is all about changing individuals
- Just need to fix/change women
- Equality is achieved when you treat everyone the same
- Focusing on large corporations will change the game
- Diversity contravenes meritocracy



GROUP TOPIC SOLUTIONS THEMES

OPPORTUNITIES

Preconscious Myths & Biases

Potential Solution-Building Initiatives

INCLUSION

Grp#1 **Leadership Behaviour**
Grp#2 & # 6 (fr) **Individual Empowerment Practices**
Virtual Grp#1 **Safe Community & Culture of Trust**

- Gender Career gaps are the product of choice **X3**
 - Controlling bias is all about changing individuals **X2**
 - Just need to fix/change women **X2**
 - Equality is achieved when you treat everyone the same **X2**
 - Focusing on large corporations will change the game **X2**
 - Diversity contravenes meritocracy
 - **Work life balance (Pregnancy)**
 - **Lack of commitment**
- *Other Myths/Biases added by groups**

IDEAS4GE Solution-building Themes

1. Intentional Inclusive Outreach, Promotion and Hiring Strategy
2. IDEAS Challenge Workshop Resource: To Promote Awareness, Understanding and build trust to drive ownership and change (across all sectors and communities)



GROUP TOPIC SOLUTIONS THEMES

OPPORTUNITIIES

Preconscious Myths & Biases

Potential Solution - Building Initiatives



Grp#4 **Team Support Respect & Celebrate**
Grp#3 - **Motivation & Impact**
Virtual Grp#2
Intentional Intersectional Recruitment

- Gender Career gaps are the product of choice **X2**
 - Controlling bias is all about changing individuals **X3**
 - Just need to fix/change women **X2**
 - Equality is achieved when you treat everyone the game **X3**
 - Focusing on large corporations will change the game **X2**
 - Diversity contravenes meritocracy
 - **Wage gap doesn't exist**
- *Other Myths/Biases added by groups**

- ### **IDEAS4GE Solution-Building Themes**
1. Creating inclusive safe spaces for all to learn using a multi-level cultural approach and ensuring diverse representation in all sectors
 2. Employing data and resources to create opportunities for newcomers and migrants while fully leveraging their skills and experience
 3. Change policies for more inclusive and intentional diverse hiring



GROUP TOPIC SOLUTION THEMES

OPPORTUNITIIES

Preconscious Myths & Biases

Potential Solution - Building Initiatives

EQUITY

Grp#5 **Policies & Processes**
Grp#7 **Bias & Barrier Reducing System & Structures**
Virtual Grp#3
Flexible Working Arrangements & Opportunities

- Gender Career gaps are the product of choice **X3**
- Controlling bias is all about changing individuals **X1**
- Just need to fix/change women **X3**
- Equality is achieved when you treat everyone the same **X1**
- Focusing on large corporations will change the game **X3**

IDEAS4GE Solution-Building Themes

1. Creation of action-based policies by governments and organizations, employing systemic structural changes to target underrepresented people (e.g. women in all their diversity and younger people)
2. Develop policies and practices that ensure flexible/hybrid work arrangements to promote equal opportunities between those working in person and virtually in the workplace
3. Mechanisms that promote accountable equity-based data collection and transparent inclusive decision making



GROUP TOPIC SOLUTIONS THEMES

OPPORTUNITIIES

Grp#8 **Training & Up-skilling**
Gp#9 **Job or Workspace Design Virtual**
Grp#4 **Accessible Knowledge-Sharing**

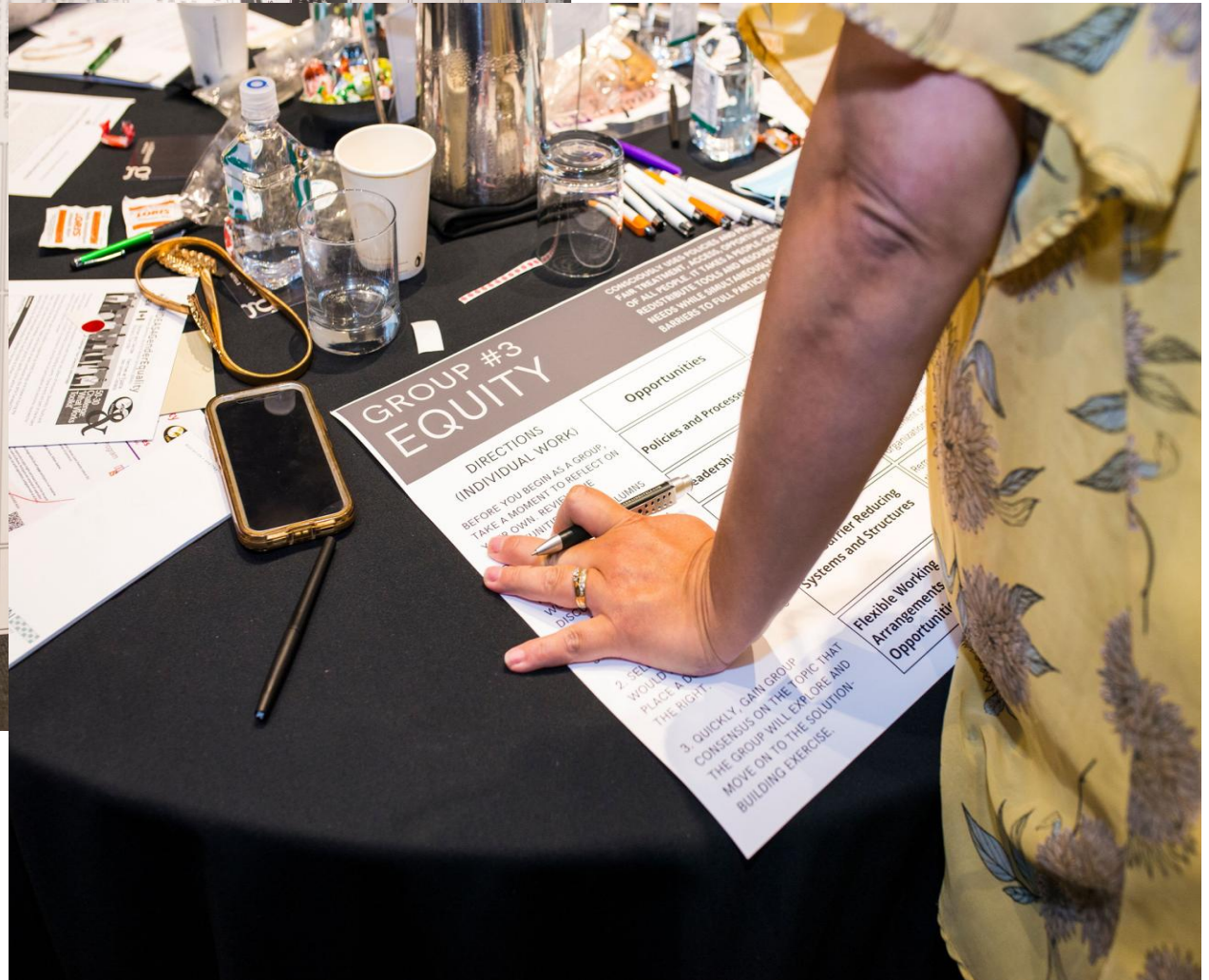
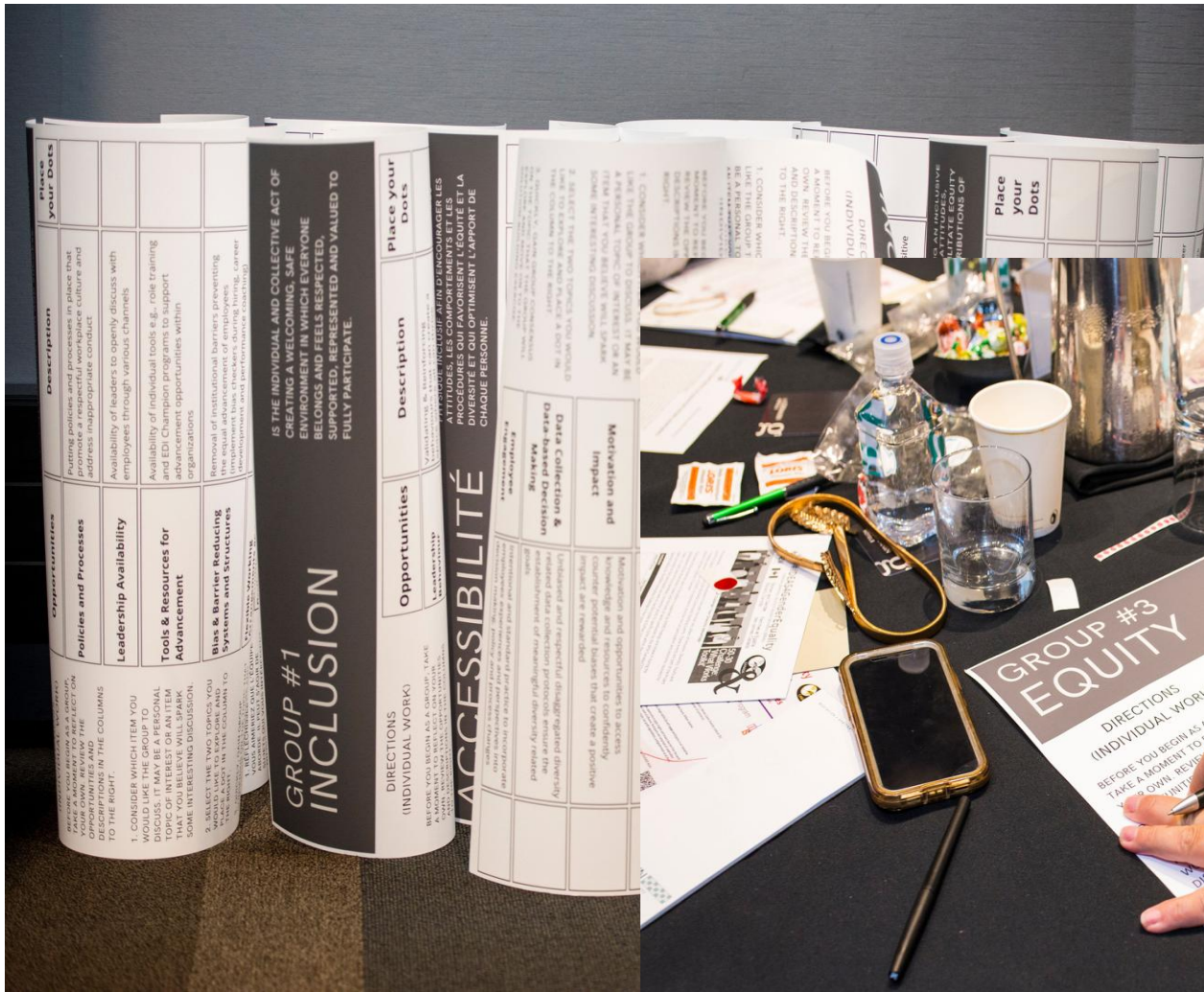
Preconscious Myths & Biases

- Gender Career gaps are the product of choice **X3**
- Controlling bias is all about changing individuals **X3**
- Just need to fix/change women **X3**
- Equality is achieved when you treat everyone the same **X3**
- Diversity contravenes meritocracy **X3**
- Focusing on large corporations will change the game **x1**
- **Everyone learns the same way**

Potential Solution - Building Initiatives

- ### IDEAS4GE Solution-Building Themes
1. People-centric solutions for more effective and sustainable workforce training and accessible information sharing to build inclusive flexible and adaptable skills within organizations
 2. Cross industry learning and focused grants for SMEs to drive change
 3. Mechanism for self-awareness to help identify accessibility needs including anonymous response and ideas polling to strengthen organizational internal accessibility auditing





IDEAS Innovation Challenge:
Table Break-out discussion &
Solution-Building



**Group #1 – INCLUSION
(Norma Yau)**



**Group # 2 – INCLUSION
(Angie Godin)**



**Group #3 – DIVERSITY
(Marlene McKinnon)**



**Group #4 – DIVERSITY
(Karin Gorgerat)**



Group #5 – EQUITY
(Kathy Strobl)





**Group #6 – INCLUSION
(Marie-Chantal Hamel)**

Group #7 – EQUITY (Shahina Suleman/Sharon Doran)



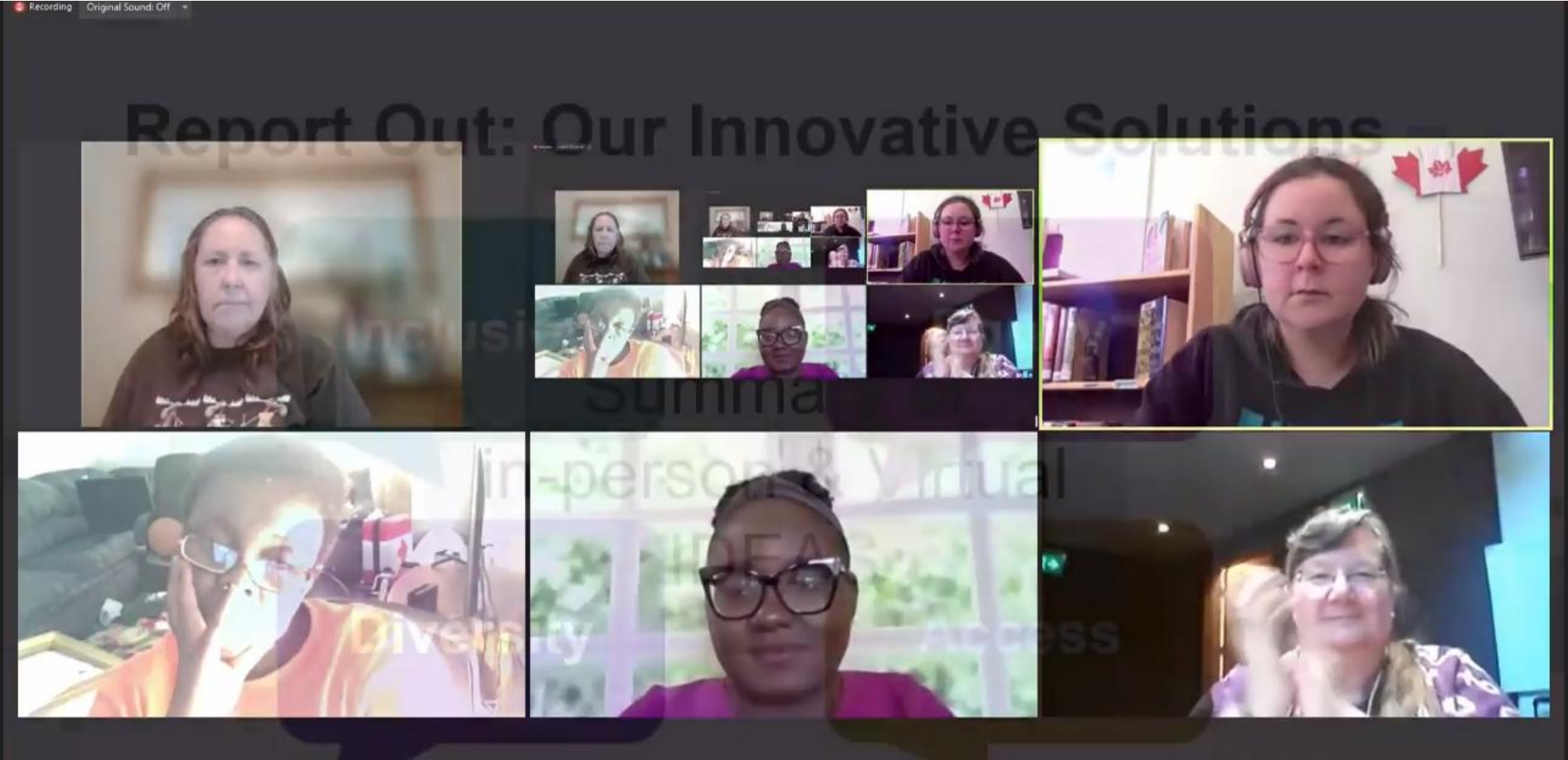


**Group #8 – ACCESS
(Chantal Fraser)**



**Access #9 – ACCESS
(Toby Toth)**

Virtual Break-out Groups





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des genres Canada



Collaborative Solution-building



Our Journey Continues
“Putting IDEAS into Action”

Création de solutions Collaboratives



Notre voyage continue
“Mettre les IDÉAS en action”